

Better pay will motivate public servants

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Firefighters face life-threatening situations regularly, such as battling fires or rescuing people. They often work in extreme conditions, which justifies better pay. - NSTP/MOHD ADAM ARININ

LETTERS: Prime Minister Datuk Seri Anwar Ibrahim has said that he wants to see improvements in the public service remuneration scheme, while Congress of Unions of Employees in the Public and Civil Services president Datuk Adnan Mat wants the promise to be implemented immediately.

These hopes are justified. Revising the salaries of civil servants is essential for various reasons, from economic stability to social equity and good governance.

It can benefit civil servants and the nation. The cost of living has been rising. A salary revision can help civil servants cope with inflation and maintain their standard of living.

Offering competitive salaries is crucial to attract and retain qualified individuals in the civil service. If salaries are not competitive, it may deter skilled professionals from joining or staying in public service.

Higher salaries can boost motivation and job satisfaction among civil servants. When employees feel adequately compensated, they tend to perform better and are more committed to their roles.

Low salaries can make civil servants vulnerable to corruption. When their income is inadequate, they may be tempted to engage in corrupt practices to supplement their earnings. Raising salaries can curb corruption.

Adequately paid civil servants are more likely to provide good public services. This benefits the population and contributes to good governance.

Increasing civil servants' salaries can stimulate economic growth. When they have more disposable income, they are likely to spend it, which can boost the economy.

Malaysia's ability to compete globally depends on having a skilled and motivated civil service. Competitive salaries can help attract top talent and reduce brain drain.

Different professions contribute to society in different ways and each has unique challenges and merits. For example, doctors and firefighters are vital to the wellbeing of a community.

Doctors are responsible for preserving and improving lives through medical care. Everyday, we see large crowds in government hospitals. Doctors are hard-pressed to provide the best care possible to patients.

They undergo extensive education and training to perform their duties effectively. Their commitment warrants recognition and rewarding.

The medical field can be highly stressful due to critical decision-making and dealing with life-and-death situations. Adequate pay can help alleviate stress and maintain a high standard of care.

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The public hopes that with the increase in salaries, the civil service's productivity will improve.

With increasing digitalisation, some government officers may spend less time face-to-face with the public, but that does not mean less efficiency. Rather, productivity should increase exponentially.

TAN SRI LEE LAM THYE

Kuala Lumpur